

EXHIBIT 2739

**to the Declaration of
Lisa J. Cisneros in Support of
Plaintiffs' Opposition Briefs**

REDACTED VERSION

Part 2 of 2

Non-Exempt Pay Policy



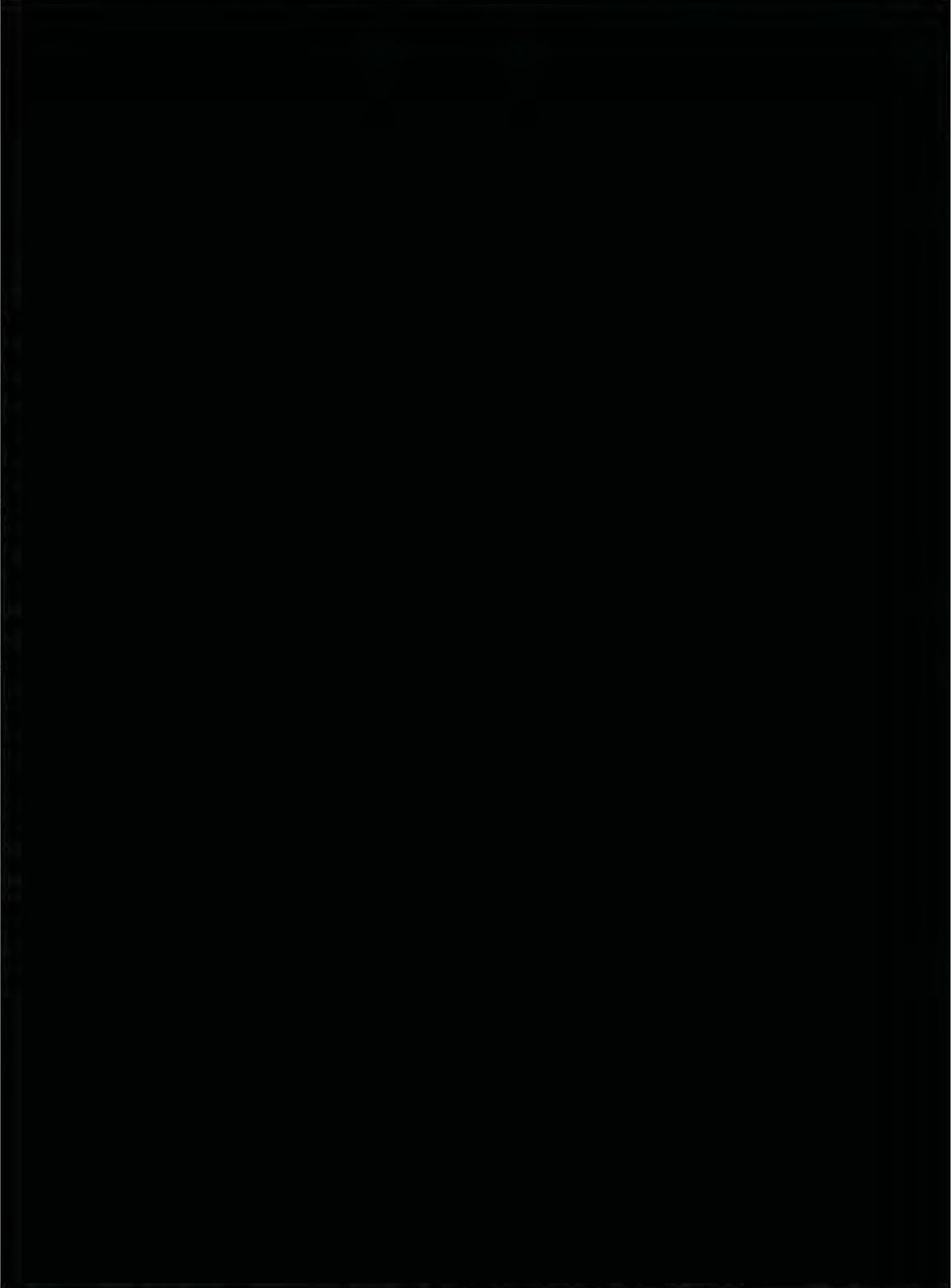
Total Rewards Toolkit

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Non-Exempt Pay Policy



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Non-Exempt Pay Policy



Non-Exempt Pay Policy



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Non-Exempt Pay Policy



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11. Questions & Contacts



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Questions?

Process, Tools, Benefits
question? – Call AccessHR in
Tucson at 1-3333 or via the
HR Solution Center

Performance management
question? – See your HRBP

Pay-for-performance
question? – Contact your local
HR or the compensation team

*Stock Options – Your HR
Leader or the Compensation
Team*



APPENDIX



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Focal Decisions 2005

Communications Session for Leaders

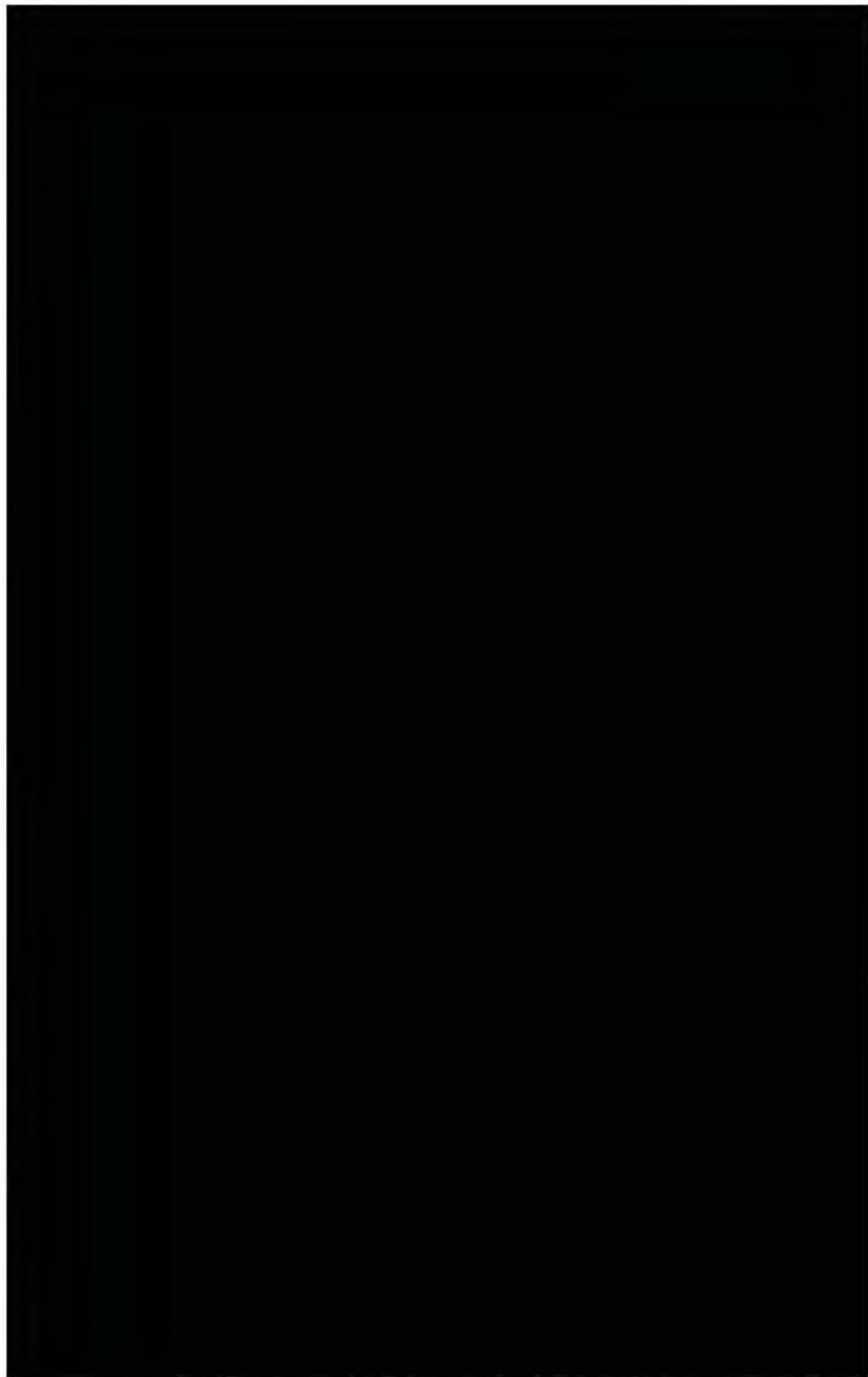
"Differentiating Performance for Results..."
Differentiating Pay Decisions for Performance"



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What's Important?



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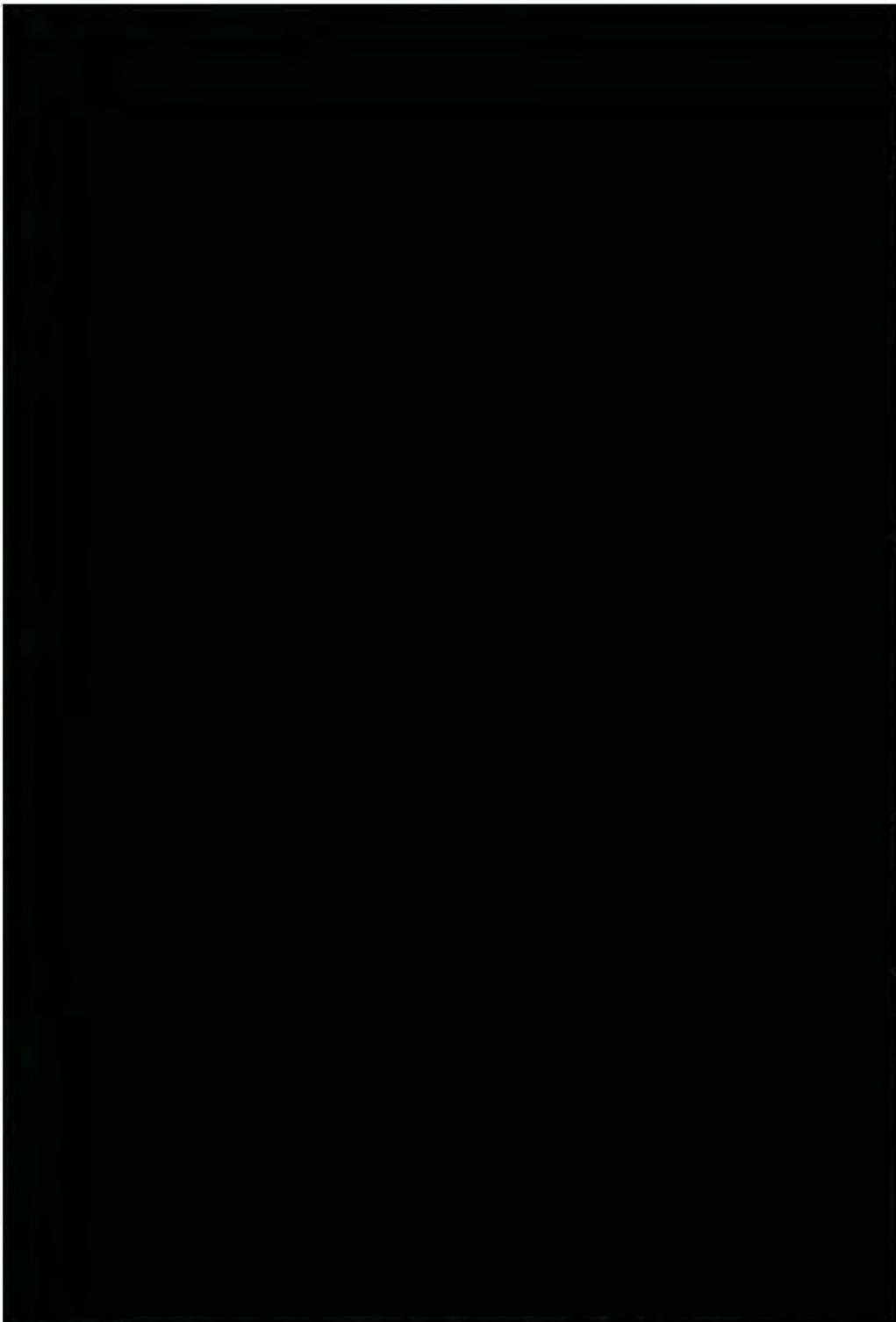
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Y1 Build a High Performance and GPTW



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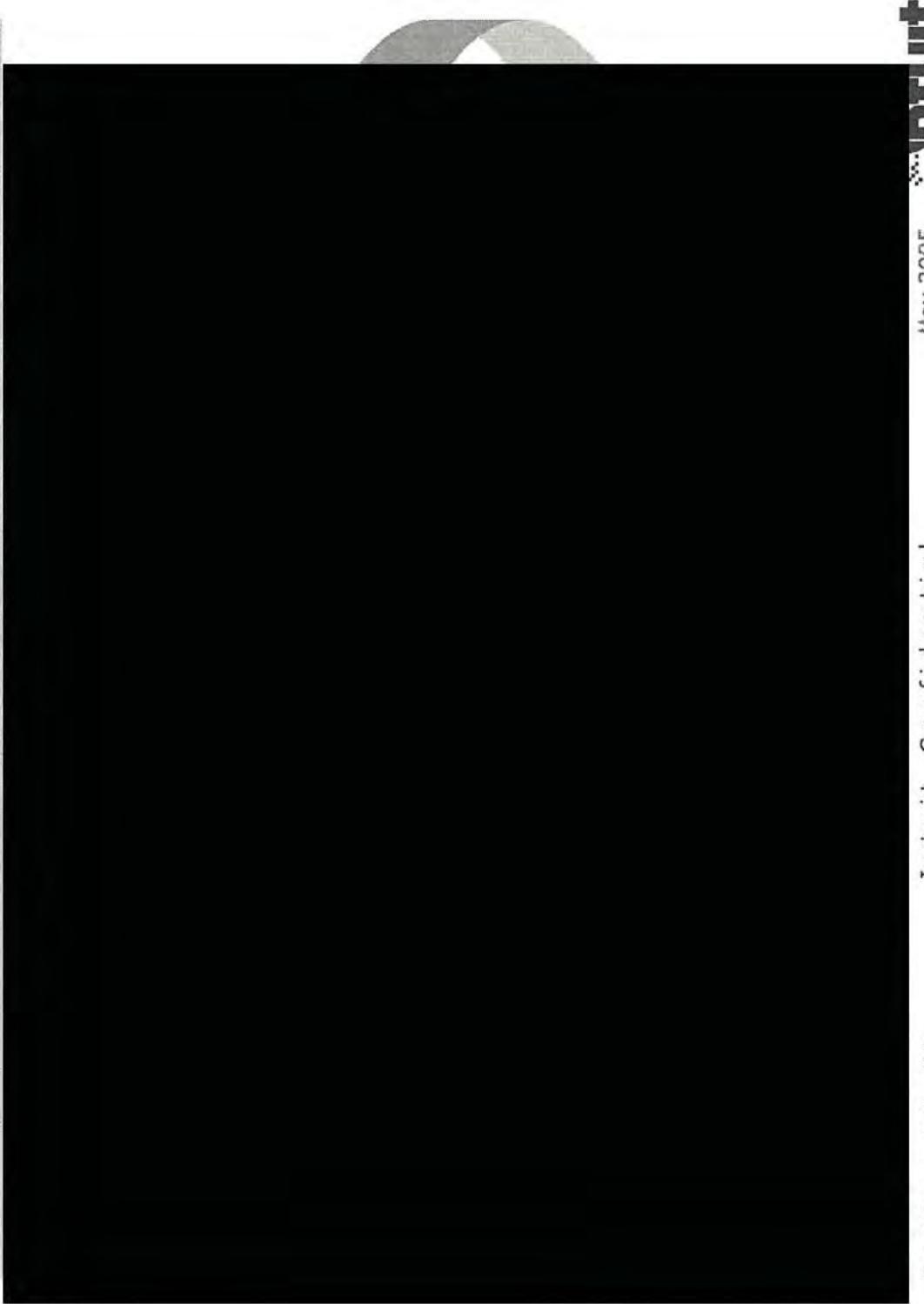
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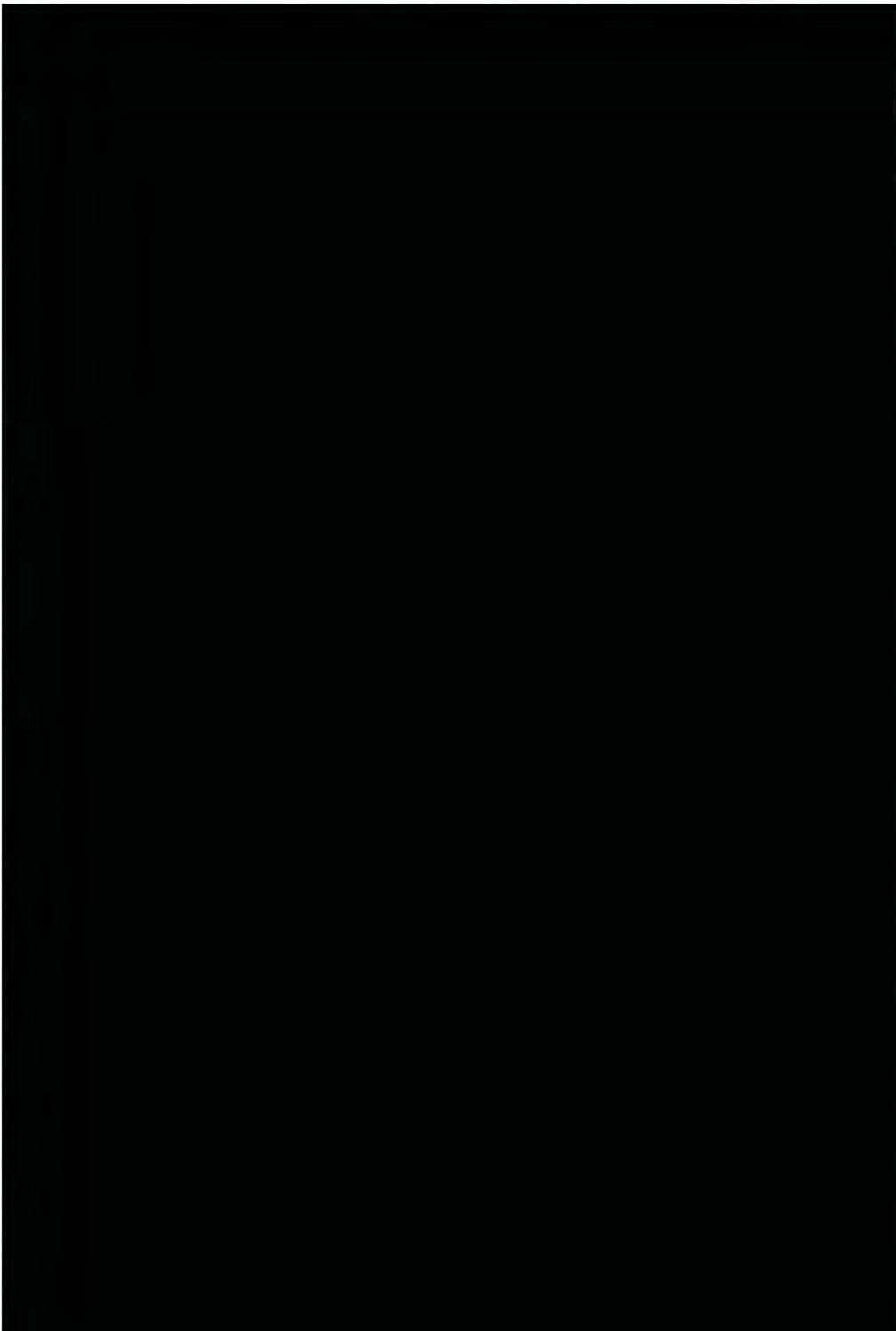
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Focal Decision Process, FY 05....



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Differentiating for Performance and Impact...



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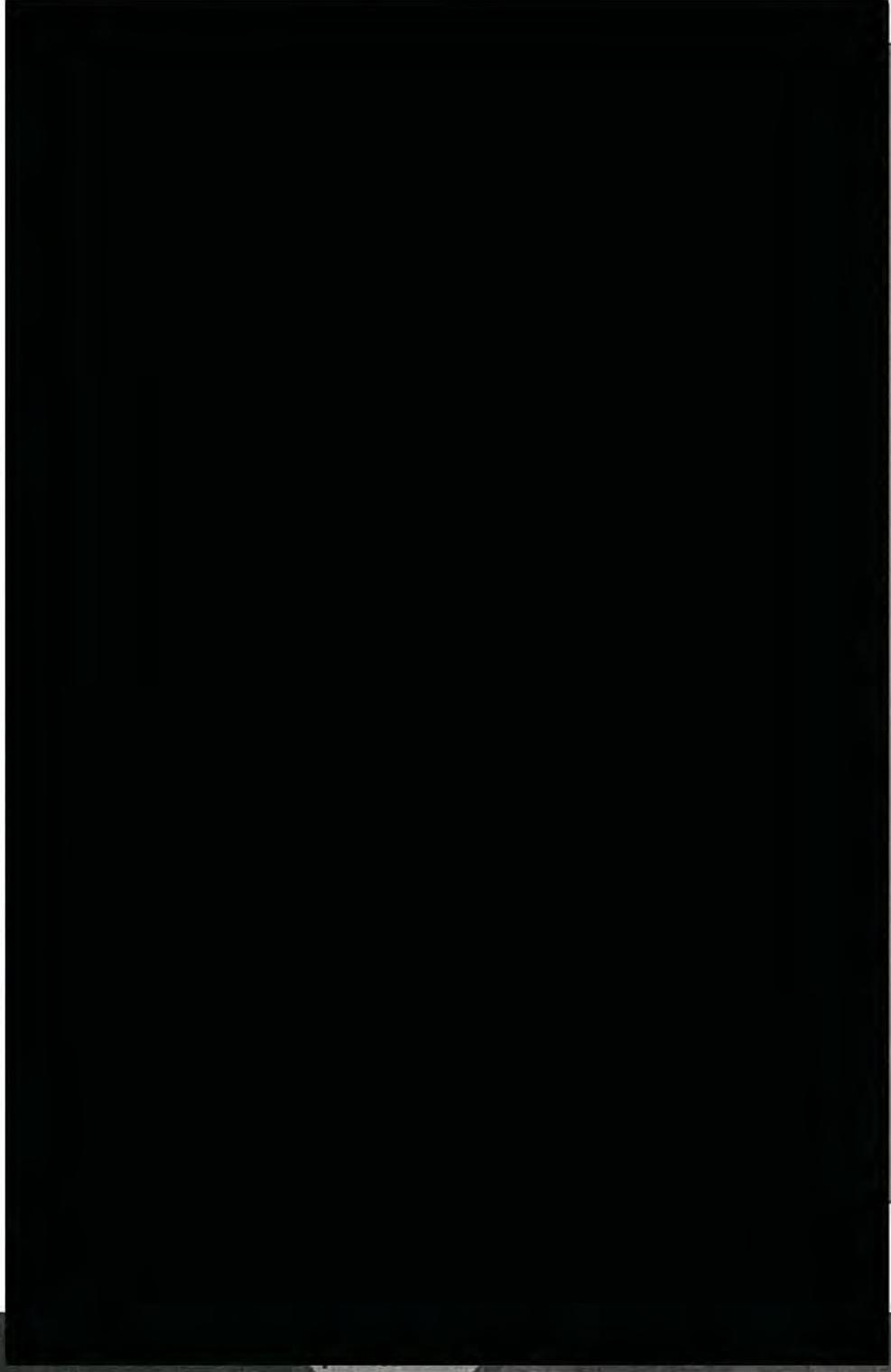
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Input: Performance Rating



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Input: Performance Rating

During [REDACTED] managers are responsible for:

1. Ensuring employees have completed self reviews and provided self rating
2. Summarizing peer/customer/ feedback collected throughout the year
3. Drafting performance evaluations
4. THEN... determining performance evaluation ratings and recommended pay decisions

Pay decisions follow performance decisions

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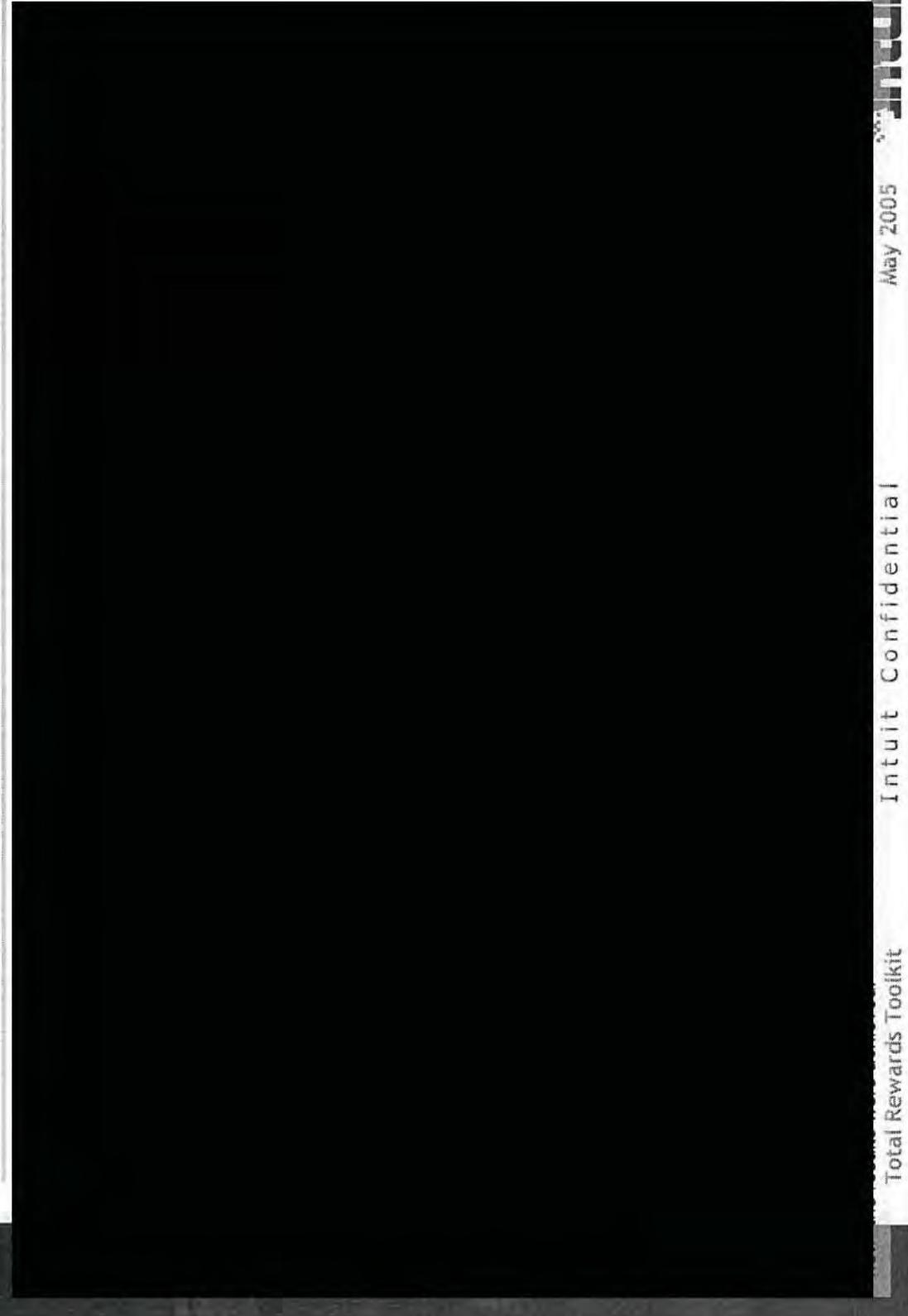
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Input: Performance Rating



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Input: Performance Assessment

- Watch for simplified Performance Review forms...available on the intranet in late May
- Highlights coming soon in the next "Line of Sight" communication

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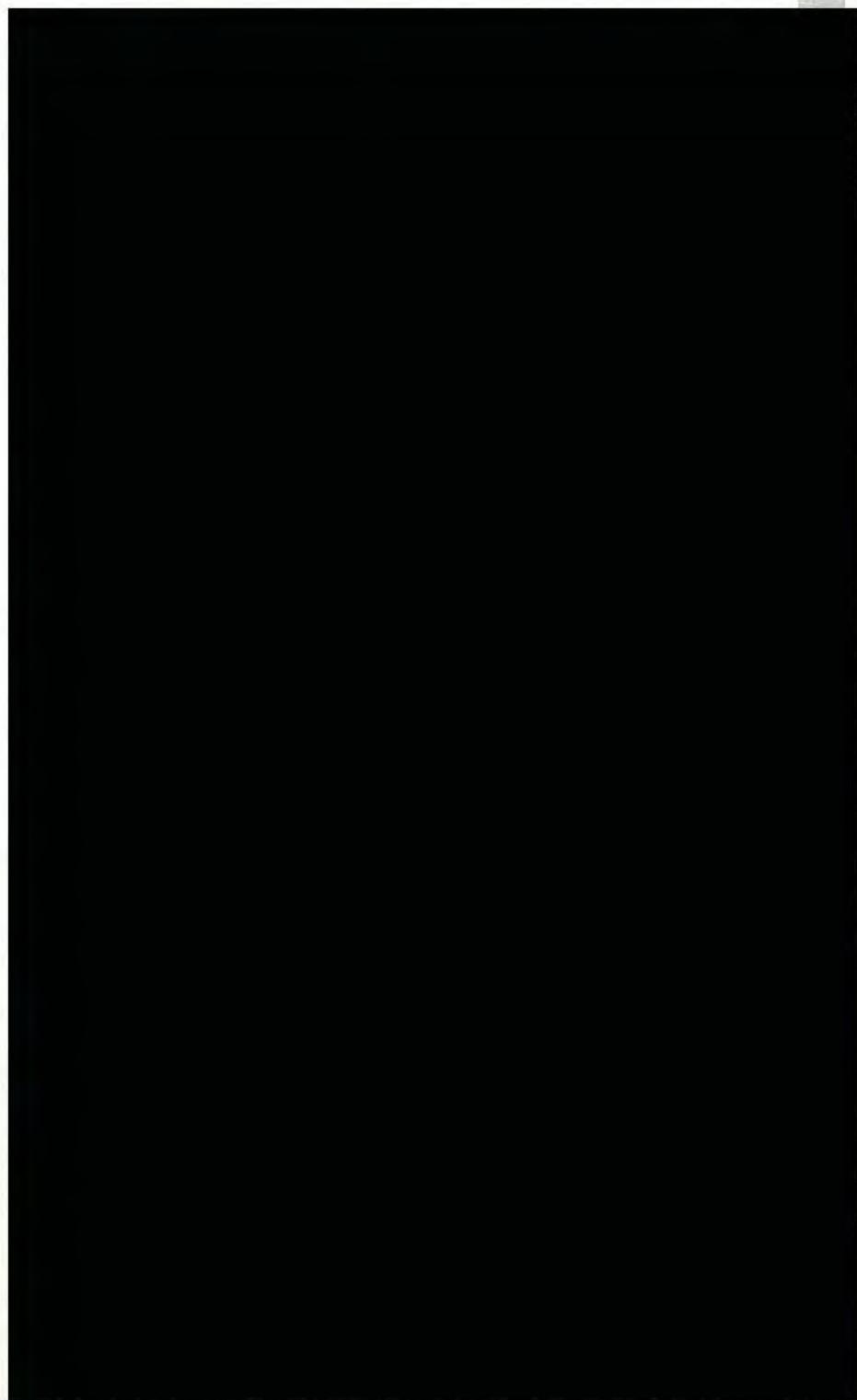
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Input: Retention Code

How Do I Think About Retention...?



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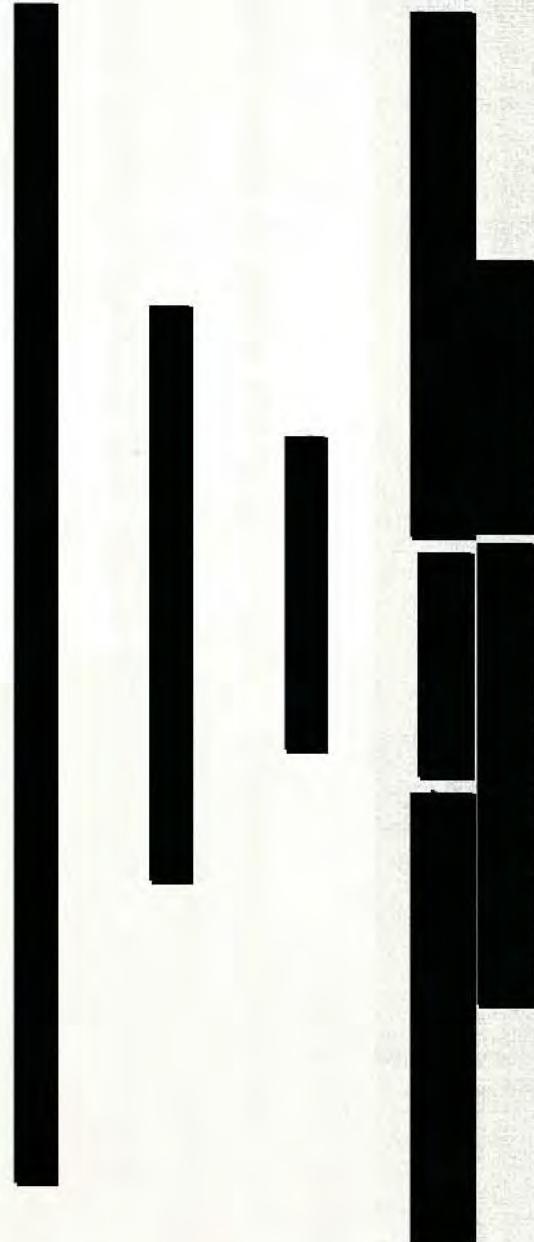
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Assess and Calibrate Across Organization

- Performance
- Retention



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A Ranking Tool to Help with Rationale and Clarity



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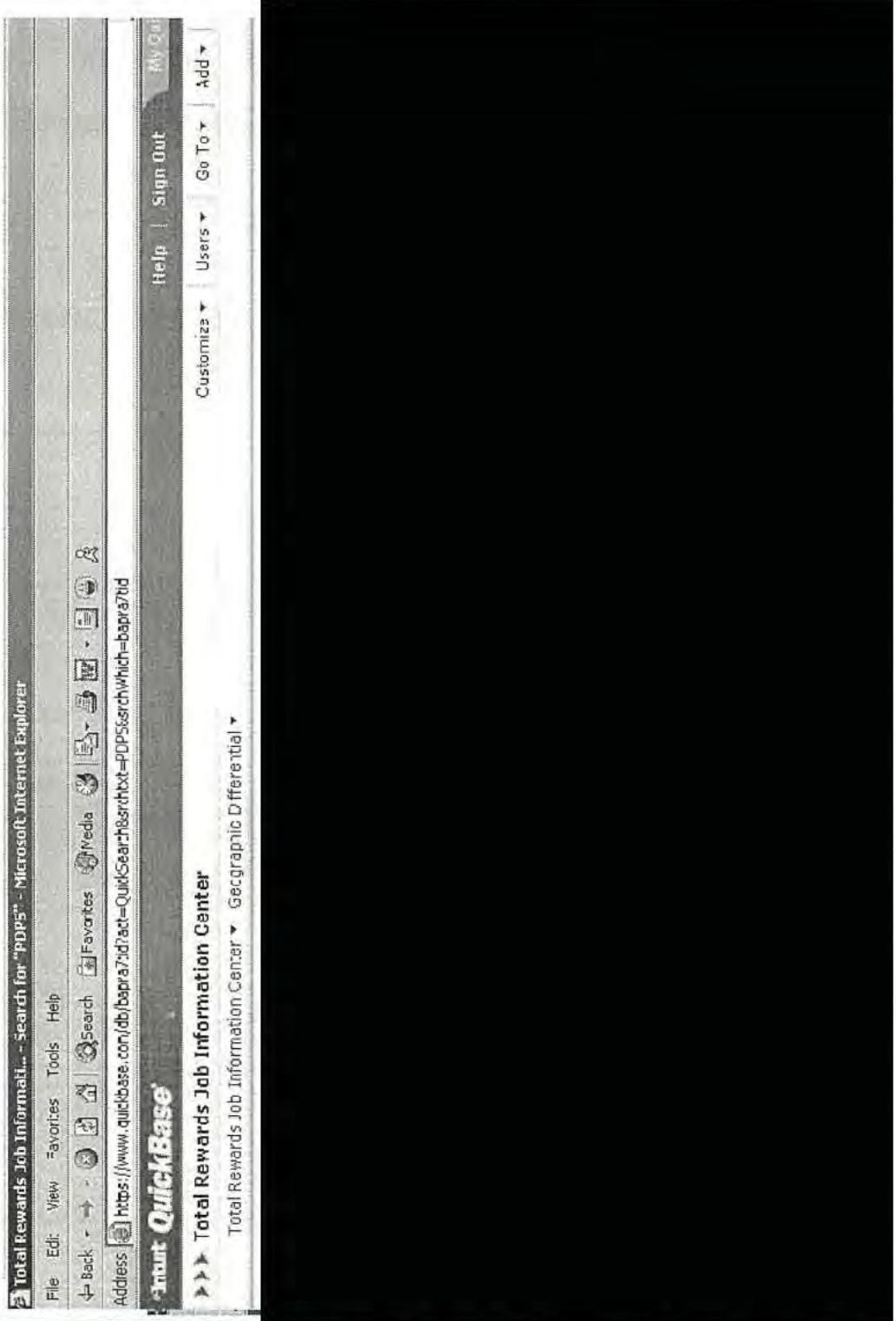
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Input: External Market Review



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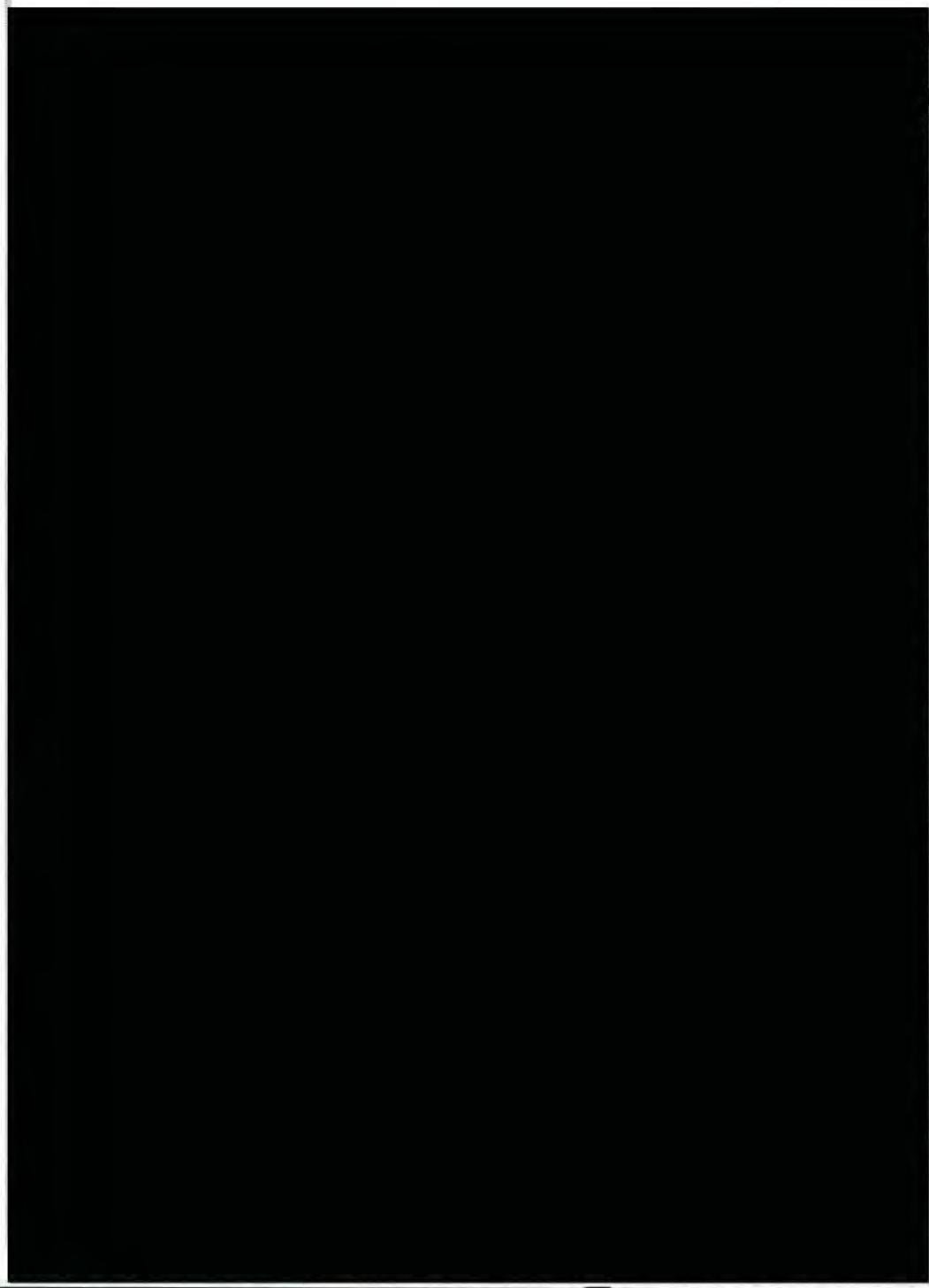
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Using Market Reference Points



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Budget Recommendations are Based On...

- Average Merit Budget = 3.7% (for those projecting merit increases)
- Only 8% of companies reporting a pay freeze, down from 27% last year
- Unemployment at 5.2%, down from last year
- Moderate economic growth projected but inflation concerns
- Key uncertainties: Labor supply/demand and turnover

FY'06 Budget

Intuit FY'06 Budget	
Merit Increases	4.0%

No change from '05

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Pay Decision Guidelines...

Increase Recommendation Guide FY'05

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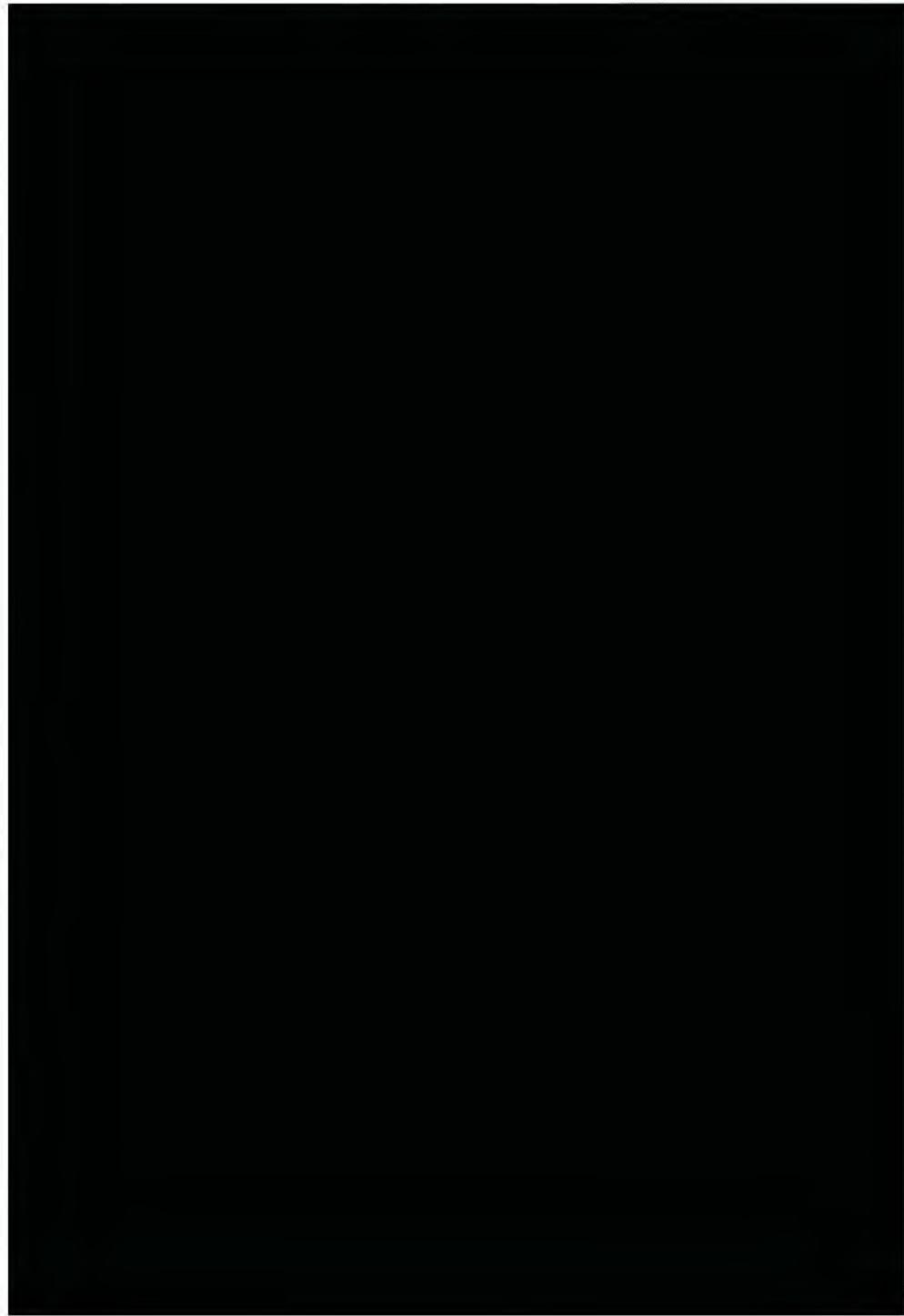
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FY 05 – IPI Award Considerations



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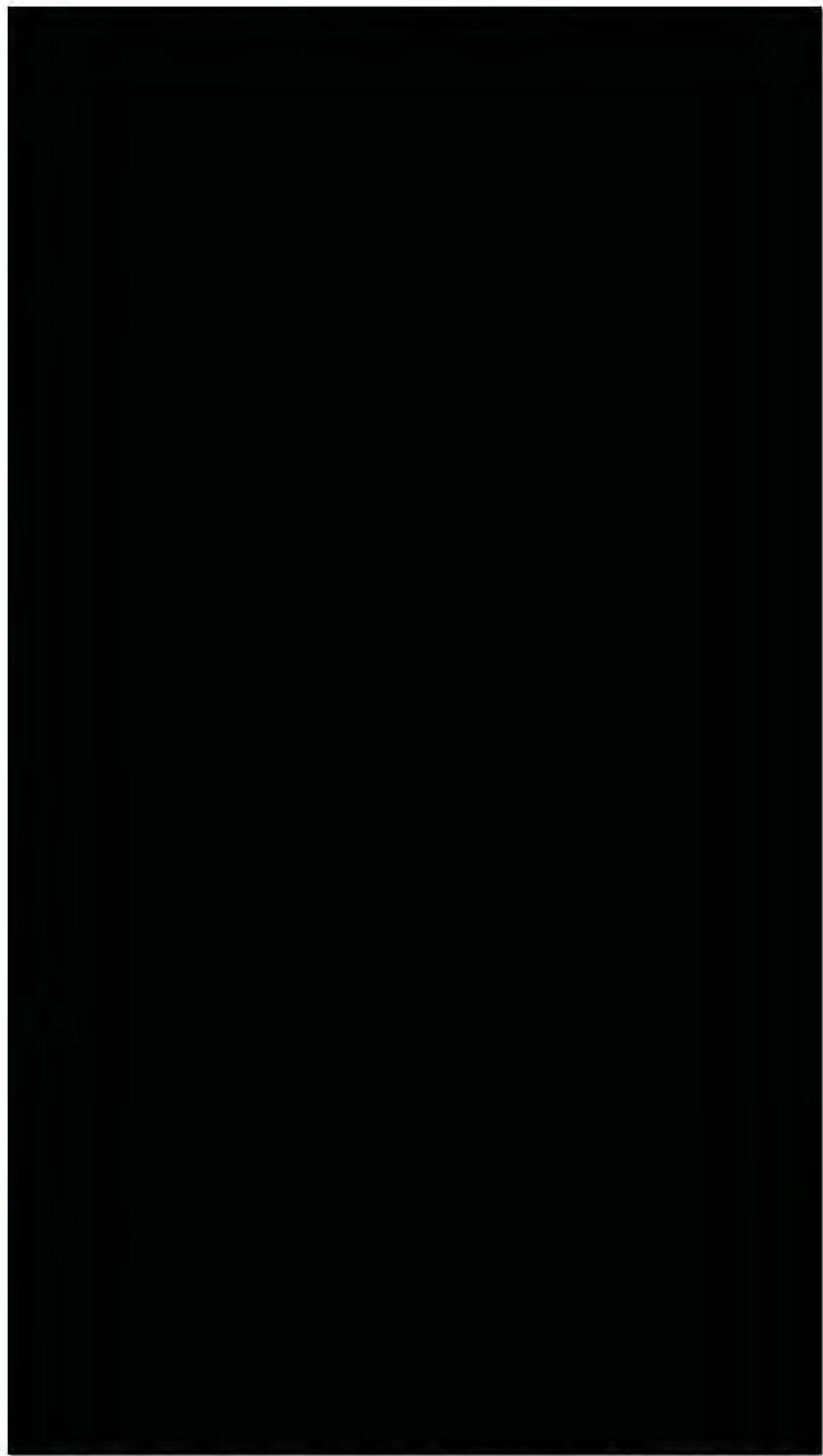
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What is an Effective Pay Plan?
Also Known As, "Tips for Gaining Approval."



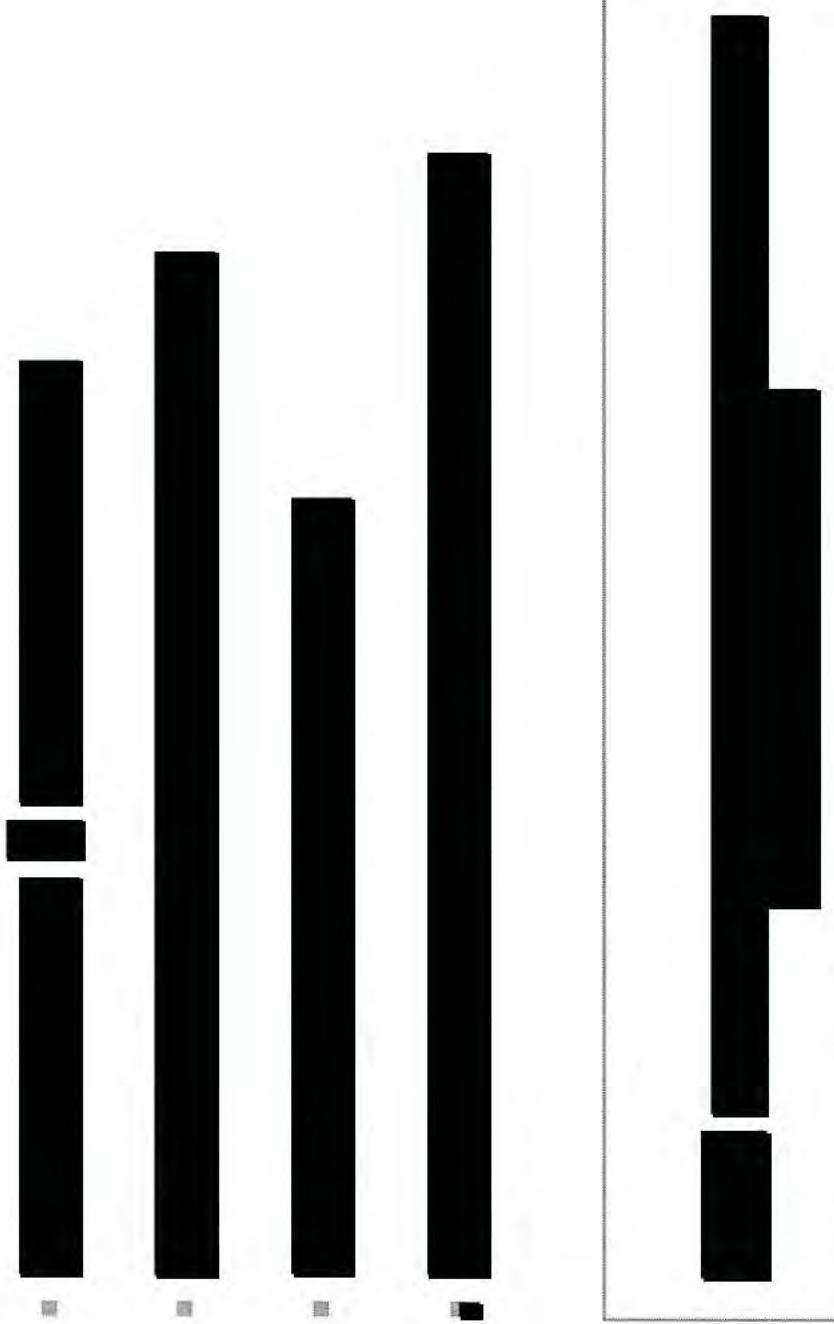
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Actions that Raise Eyebrows



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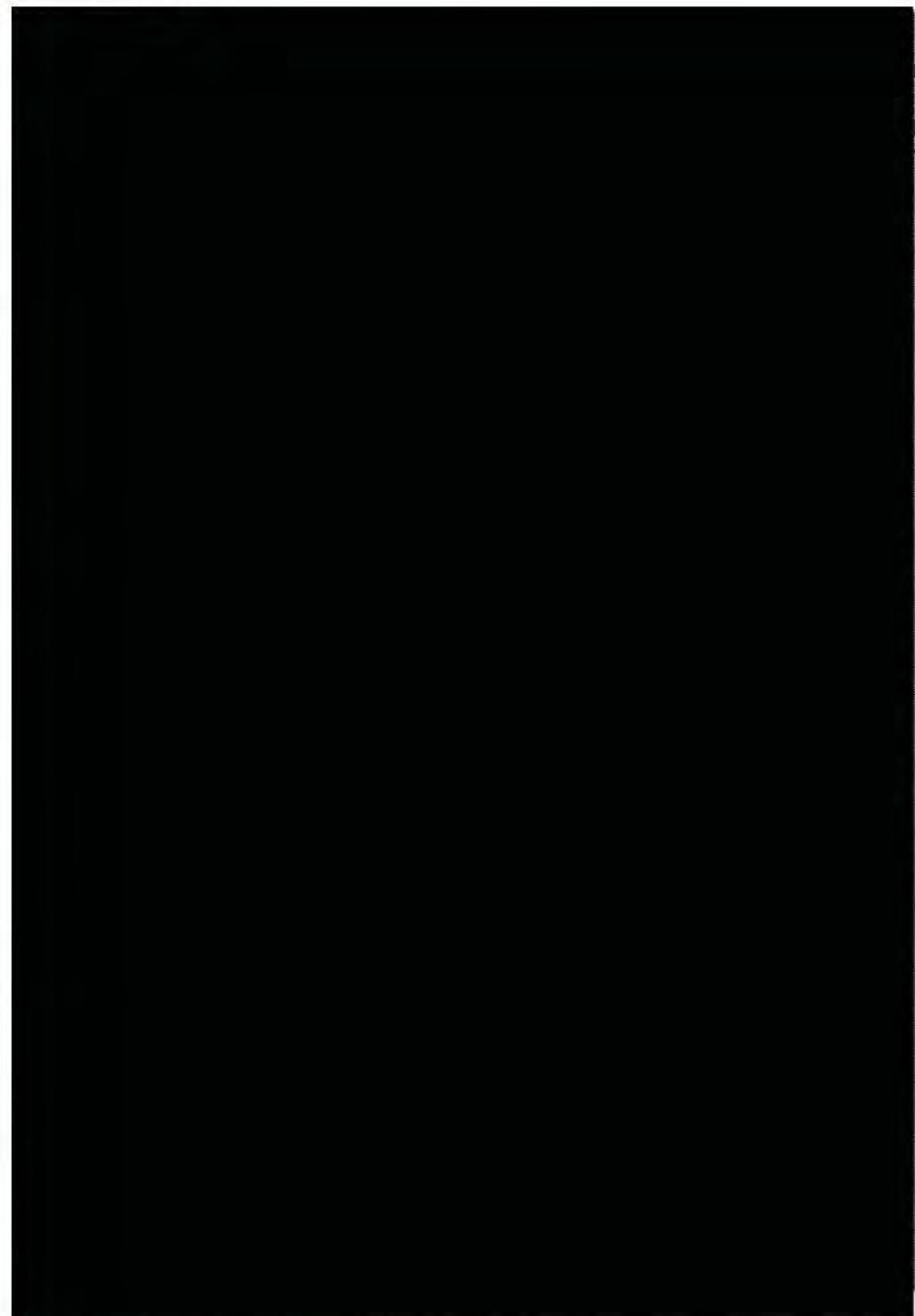
Prorations

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[Redacted]	[Redacted]	[Redacted]	[Redacted]

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Review

6 Steps in Making an Effective Pay Decision



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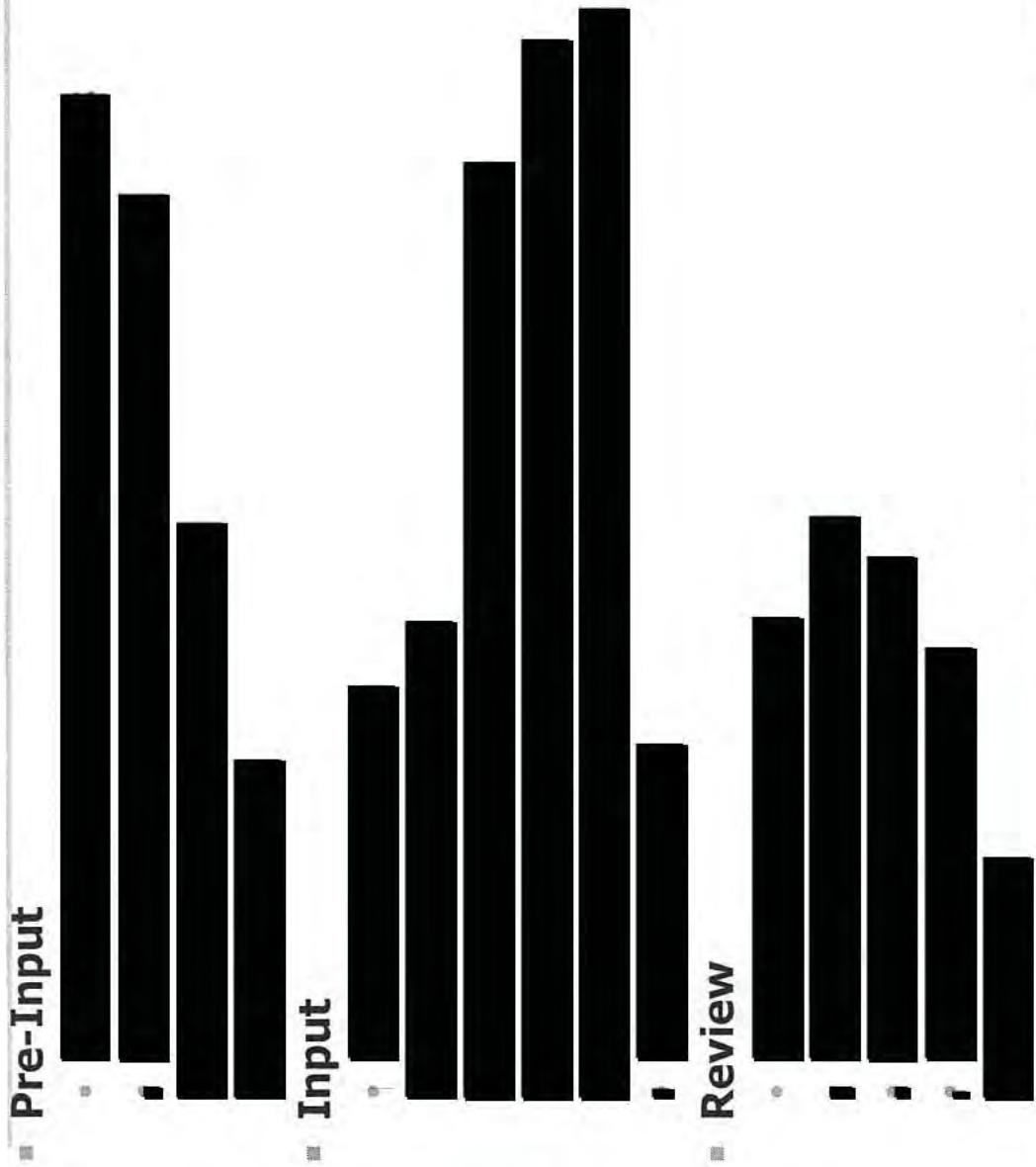
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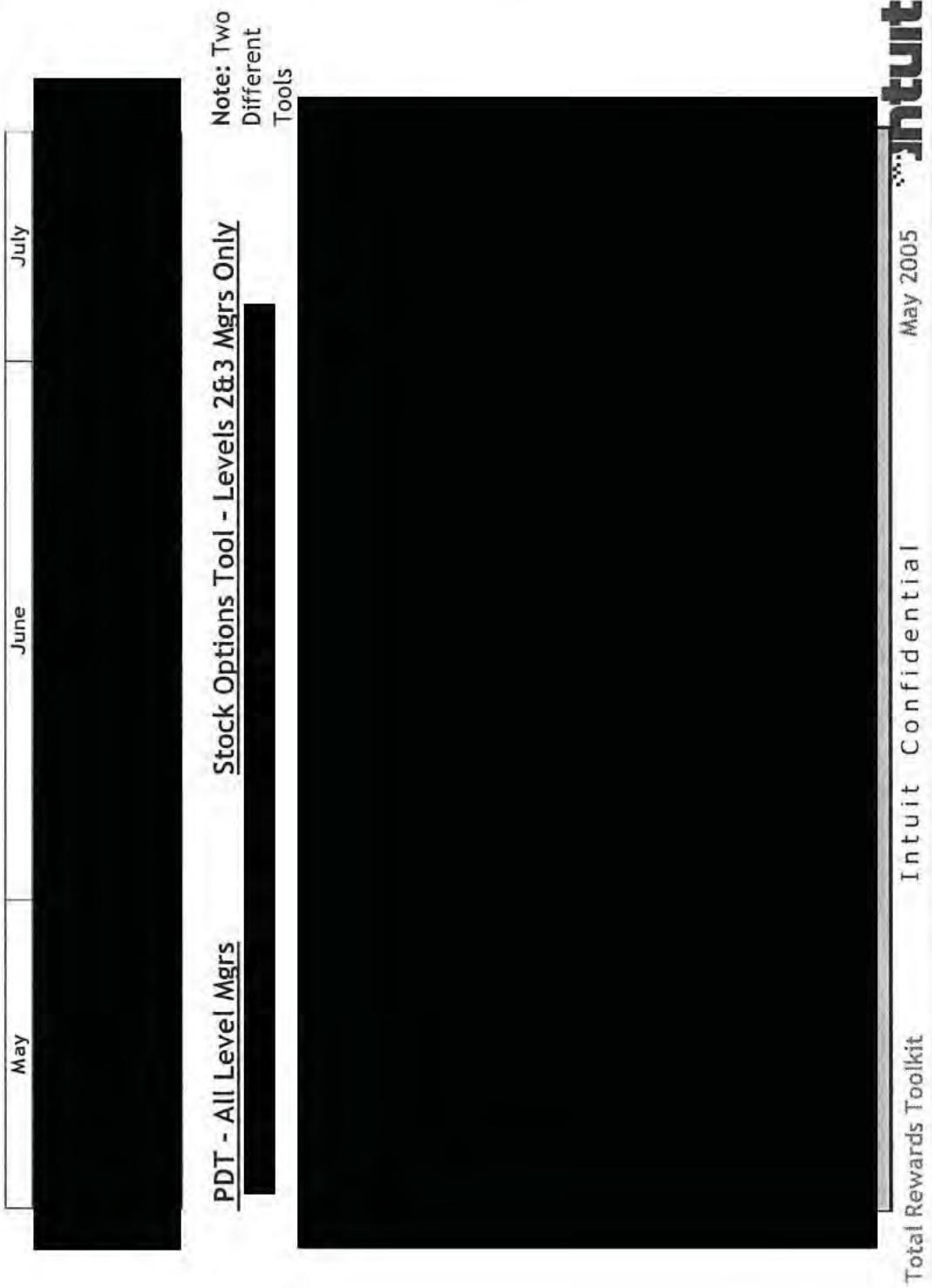
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Pay Decision Process Checklist



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Focal Pay Decisions and Options Timeline



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Reports - Individual Worksheet

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Questions?

- **Process, Tools, Benefits question? – Call AccessHR in Tucson at 1-3333 or via the HR Solution Center**
- **Performance management question? – See your HRBP**
- **Pay-for-performance question? – Contact your local HR or the compensation team**
- **Stock Options – Your *HR Leader or the Compensation Team***



The Pay Decision Tool (PDT) ...A Quick Intro



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The Pay Decision Tool

- Web-based Pay application...enables modeling and recommendations for the following actions:



No Stock Options At This Time In Tool

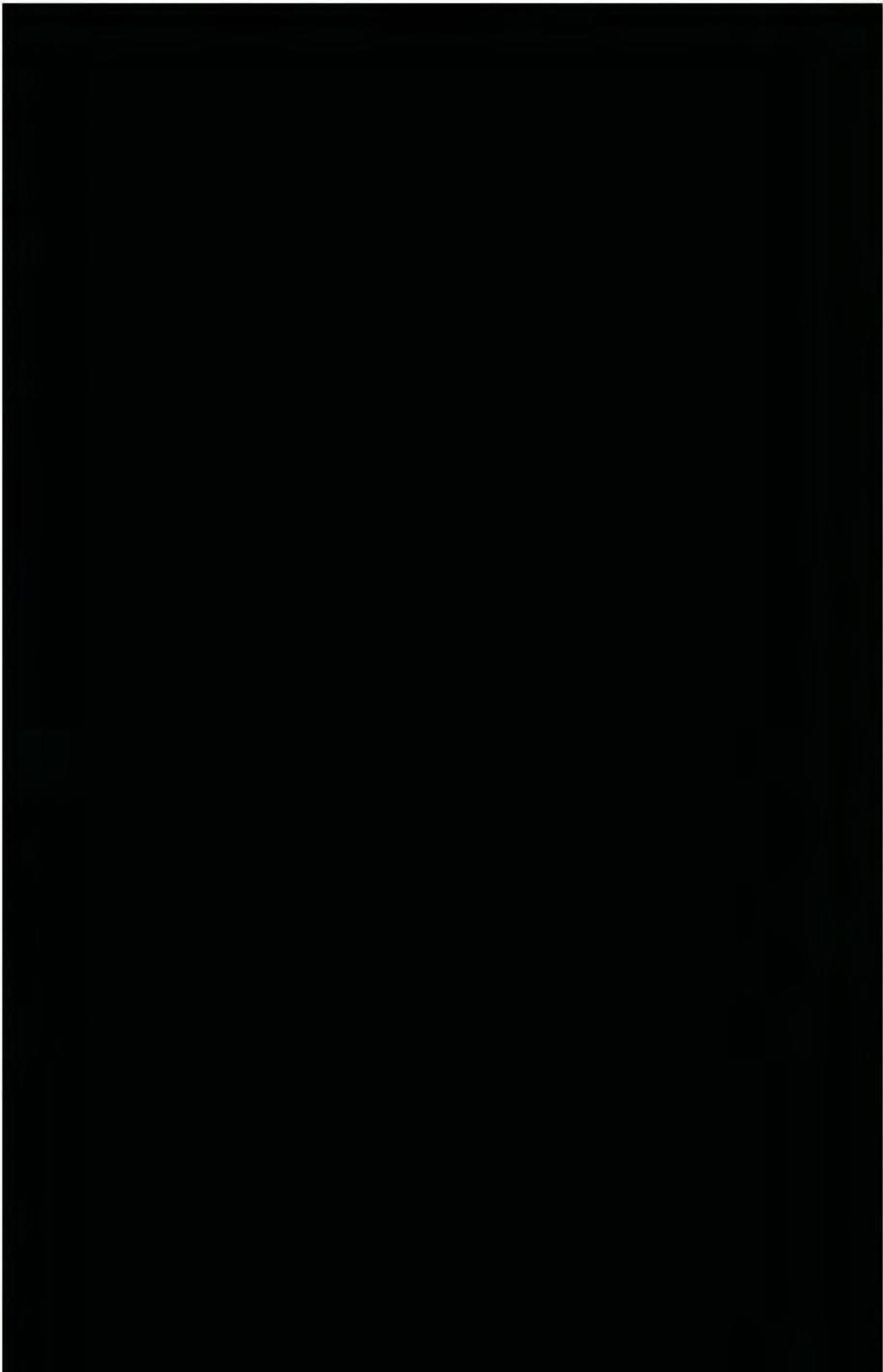
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Eligibility



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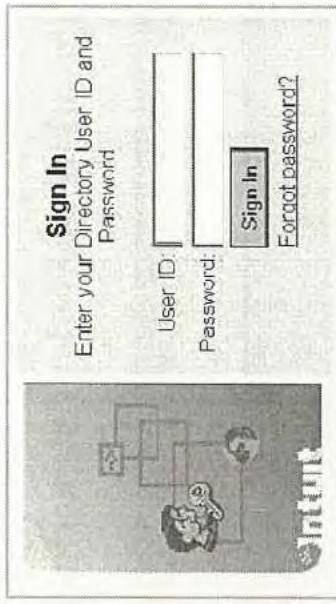
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Log On

Pay Decision Tool

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The image shows a 'Sign In' screen for the Pay Decision Tool. At the top, it says 'Enter your Directory User ID and Password'. Below this are two input fields: 'User ID' and 'Password'. To the right of the password field is a 'Sign In' button. Below the input fields is a small illustration of a person sitting at a desk with a computer monitor, keyboard, and mouse. The Intuit logo is visible in the bottom right corner of the screen.

Sign In

Enter your Directory User ID and
Password

User ID:

Password:

Sign In

Forgot Password?

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1. Enter Directory Login and Password. The Directory Login and password are the same Directory Login and password that is used for the Directory Toolbox.
2. Click the Sign In button.

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Log On

The screenshot shows the Intuit Pay Decision Tool login interface. At the top, there's a dark header bar with the Intuit logo and a navigation menu. Below it, a light-colored main area has a "Hello Stephen Bennett." greeting and a question "What would you like to do?". A list of five options follows:

- Recommend or review employee merit increases
- Recommend or review employee stock grants
- Assign a bonus or review a DURV
- Log out

Two large, semi-transparent arrows are overlaid on the page: a vertical arrow on the left pointing upwards, labeled '1' at its tip, and a horizontal arrow on the right pointing downwards, labeled '2' at its tip.

1. The number of options displayed depends on the level of the manager.
2. Click the “Recommend or Review employee merit increases” (Hyperlink) to go to the Manager Summary Screen

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Pay Decision Tool

Logged in as Sunil.Pebbles.M.

HRIUWAT88 v5.0.6

Summary for Joe Jones

You have not submitted your reviews.

Your reviews are due **07/21/05**. You have **85** day(s) remaining.

0 of **5** of your direct-report managers have finished their review(s).

0 of **5** of your direct-report managers' review(s) have automatically rolled up to the next level of management.

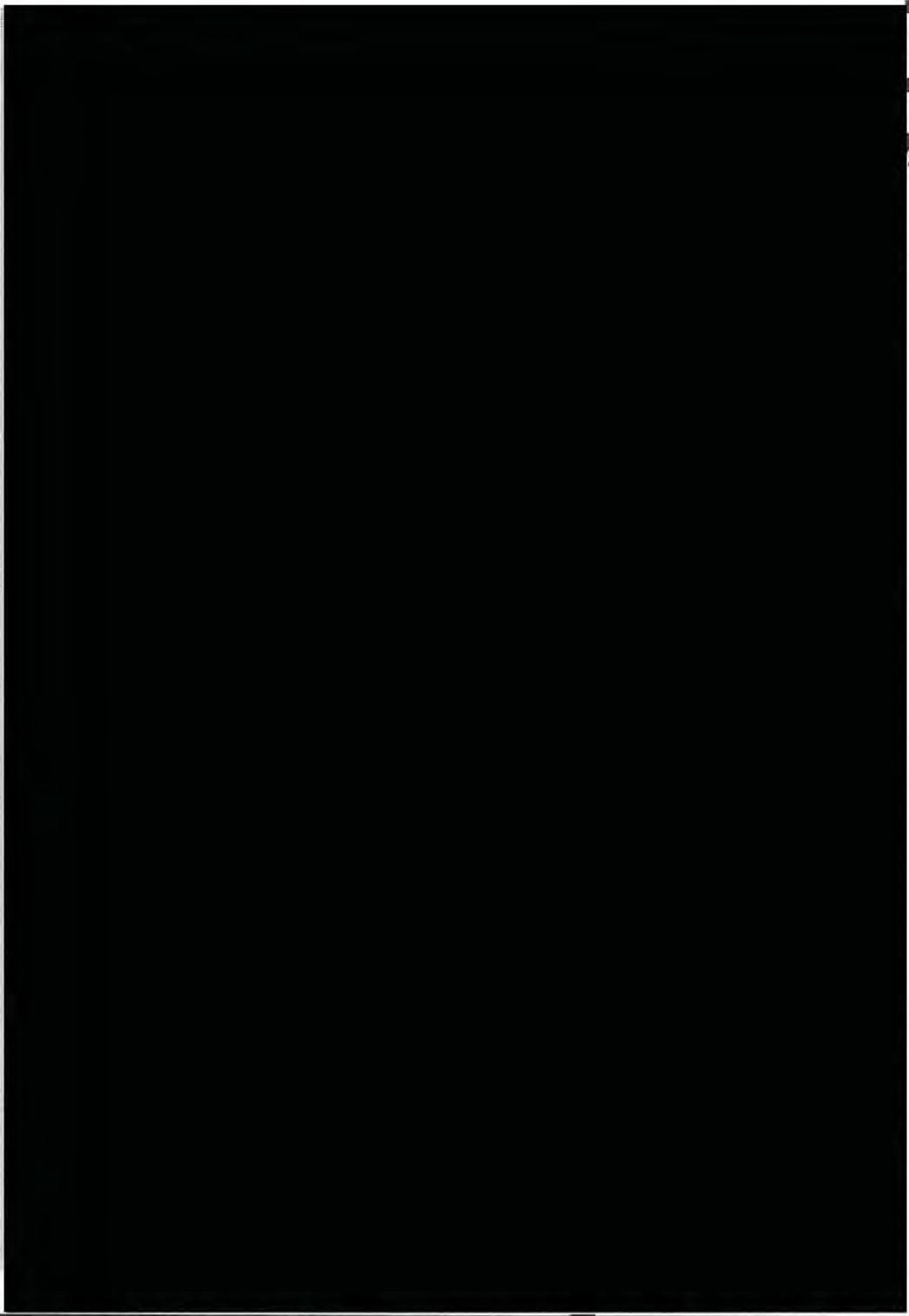
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Help • Directory • Toolkit • FAQ • Contact Us • Log Out

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Manager Summary Screen



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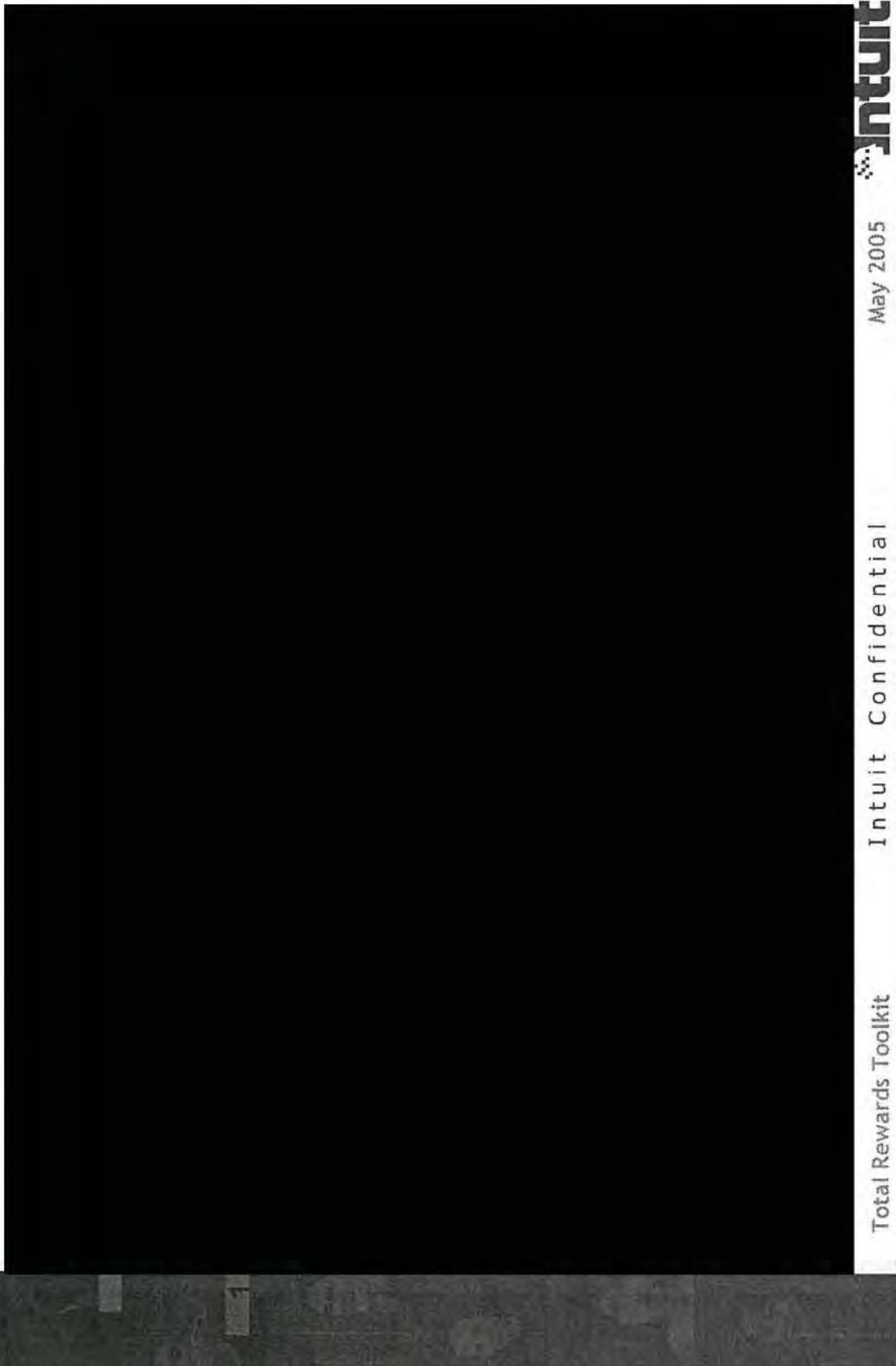
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Manager Summary Screen



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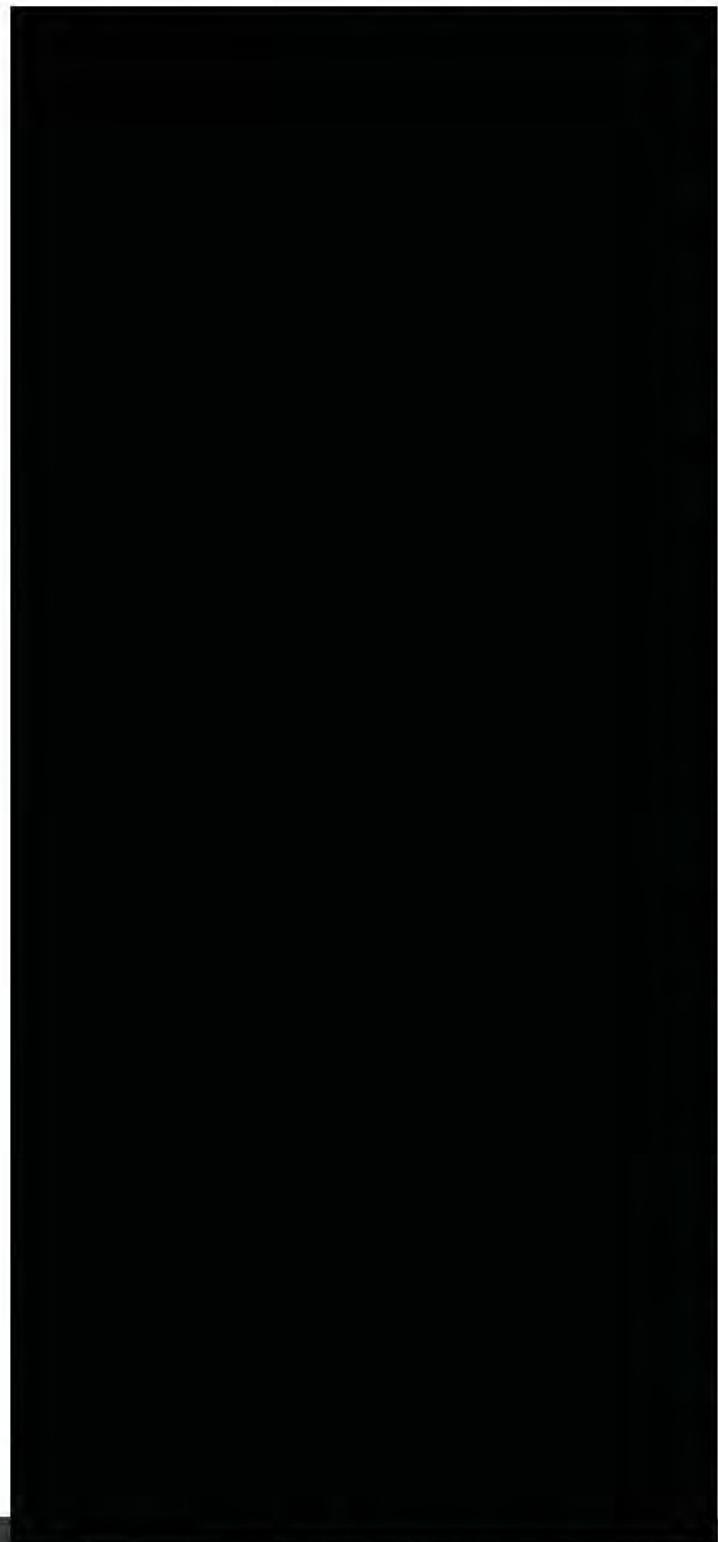
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Manager Summary Screen



To view information about an employee, click the name of the employee. The system will then display the *Individual Worksheet*.

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Individual Worksheet

1. Name of Employee

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Recommend a Merit Increase - Salaried Employee



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Recommend a Merit Increase - Hourly Employee

1. Increase Range reflects the Perf Rating entered

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Merit Lump Sum

1. After clicking the
“Continue” button on the

2. 
3. Enter Reason and
“Continue”

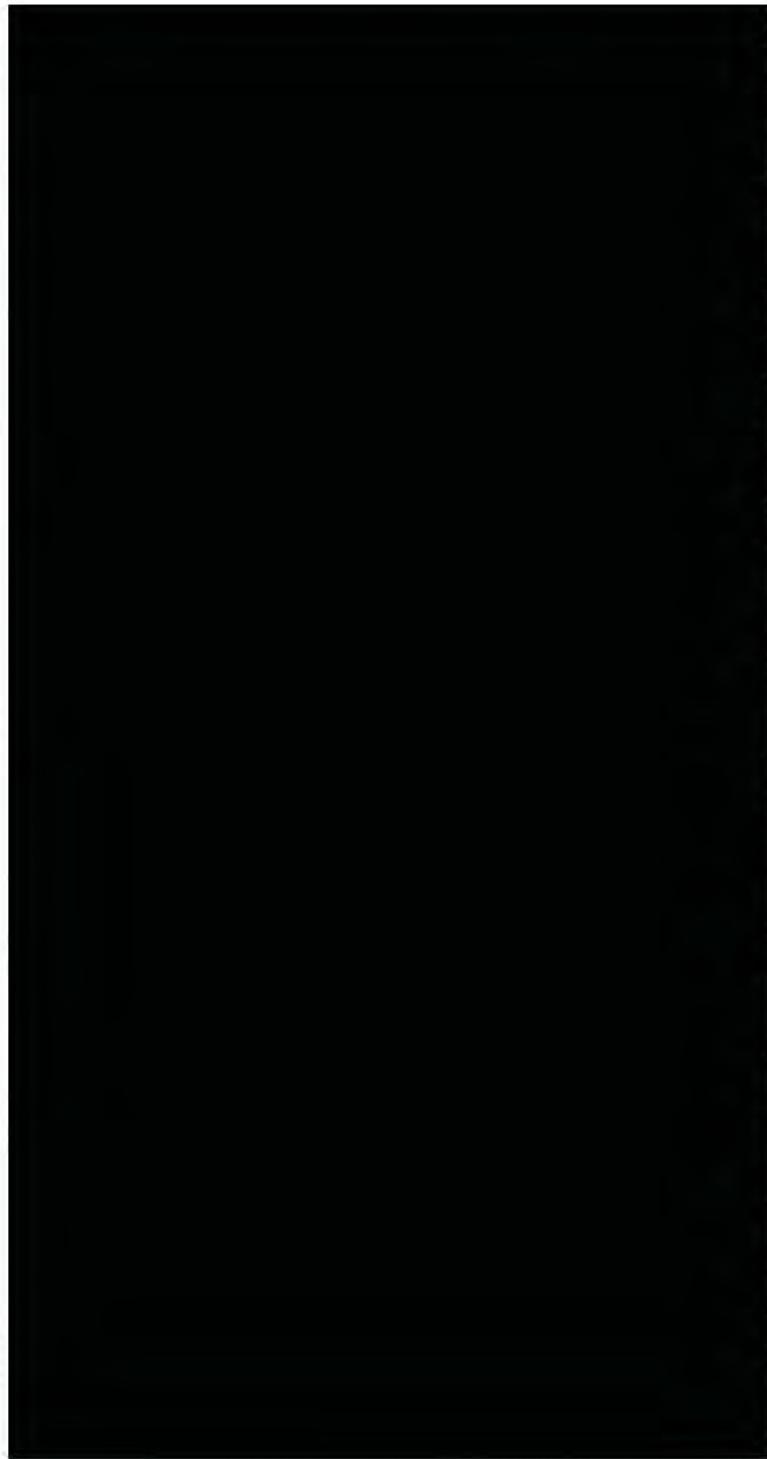
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Adjustment



1. Enter a percentage or amount and press "Calculate", system will back calculate the field not entered.
2. Enter a "Reason" and press "Continue" to the Promotion panel

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Promotion

1. Click “Open the Promotion Worksheet”
2. The Promotion Worksheet displays the EE’s current job info.
3. Defaults to current Job Function, Job Family, choose new Job Title/Code.
4. Click “Save” to continue on to the Promotion Increase Screen.

Screen Rewards Toolkit

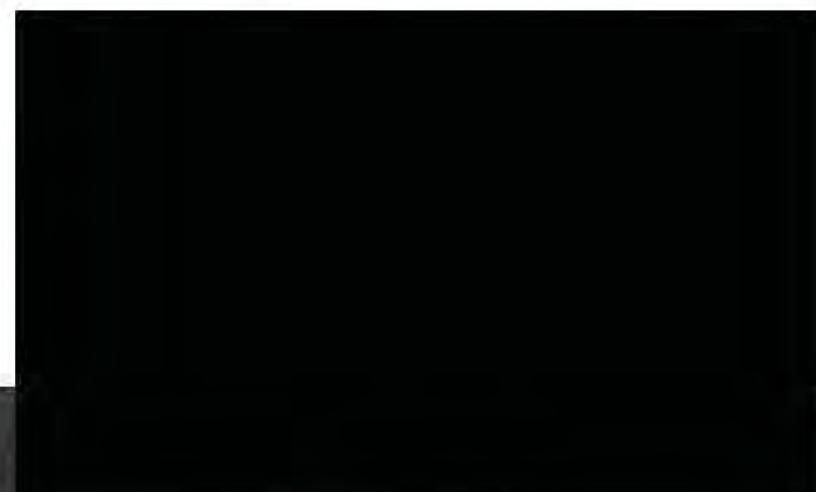
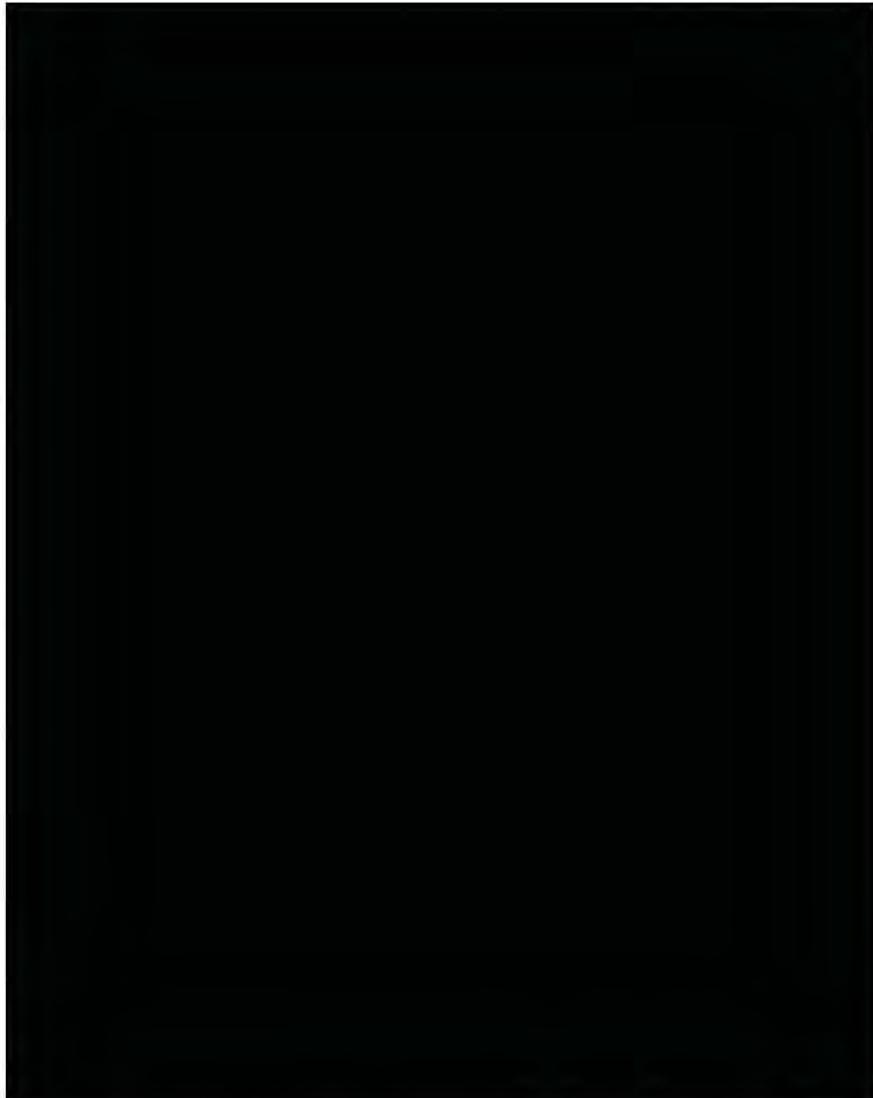
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Promotion Increase Panel



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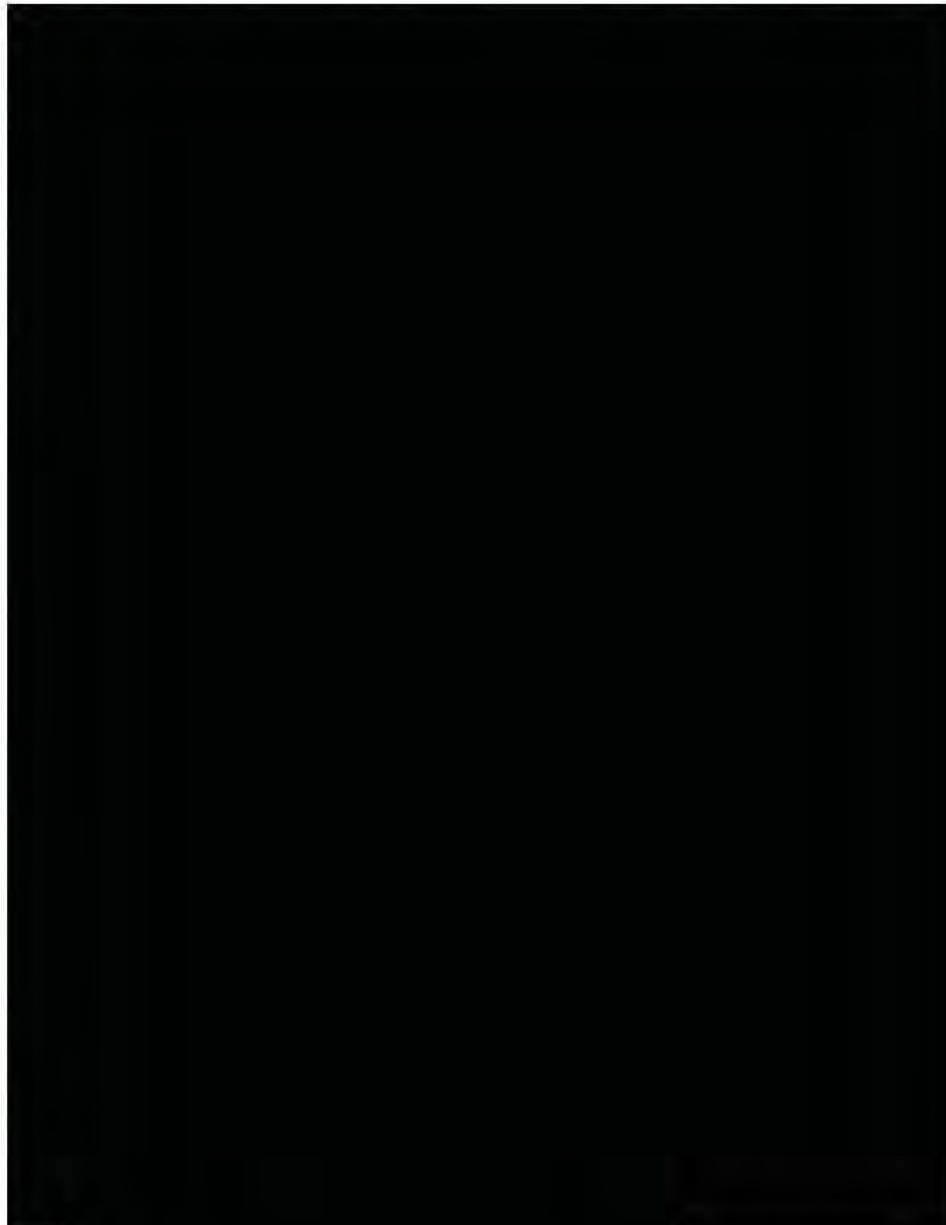
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Retention and IPI Bonus



3. Click “Continue” go to the “Review EE Worksheet”.

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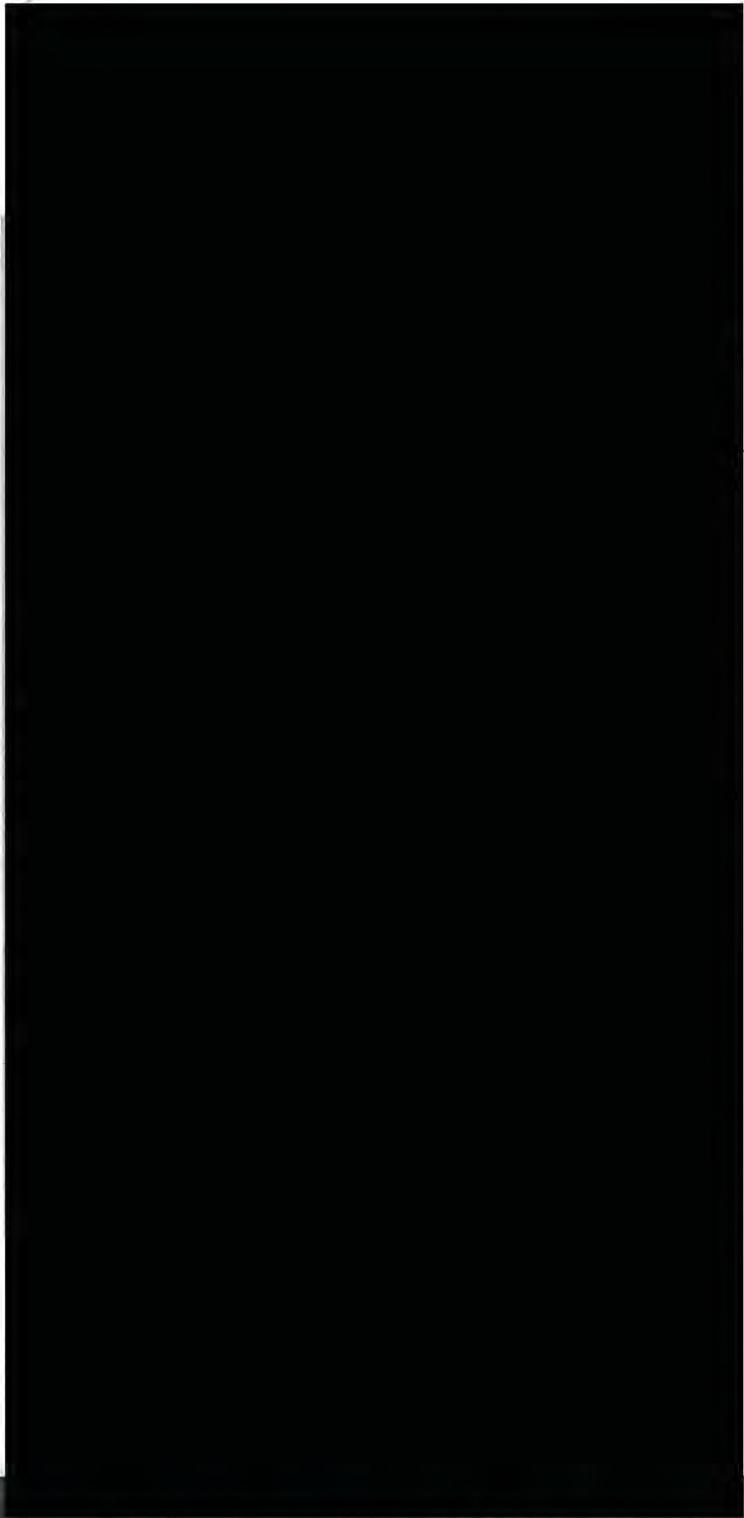
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Review Employee Worksheet



2

< Back | Save Review >

The Review Employee Worksheet displays a summary of all pay decisions.

1. Click "Edit" to access a specific section of the Individual Worksheets.
2. Click on "Save Review" to save this individual employee review. This is the only way the review will be saved.

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Reports - Individual Worksheet



Last Year's Pay Decision Summary Report



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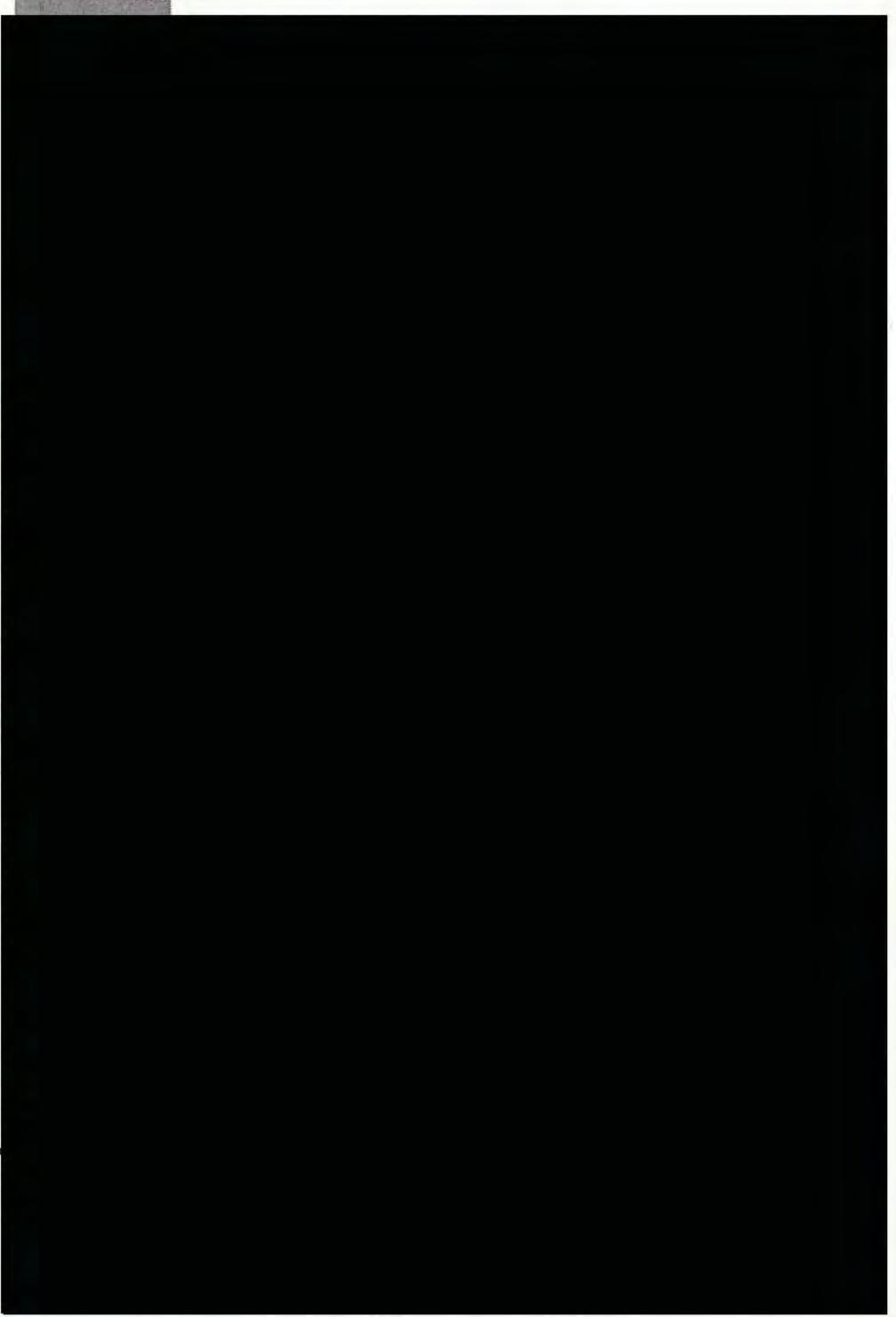
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Reports - Individual Worksheet



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Reports – Manager Summary Screen

New PDT Reports

▪Intuit Focal Summary Overall Stats

▪Budget Remaining

Other Reports

Summary Reports

Select a report to view.

-- Choose one --

- Choose one --
- Average IPI Award by Performance Rating
- Customizable FY'05 Focal Review Information [.xls]
- Exception Report [.xls]
- FY'05 Focal Review Information [.xls]
- FY'05 Promotion Report [.xls]
- Intuit Focal Review Summary Stats
- Budget Remaining
- Performance Rating Distribution
- Retention Code Distribution
- Total Cash Comparison for FY'04 and FY'05 [.xls]

Report – Examples (New Reports)

Intuit Focal Review
Summary Stats

Budget Remaining

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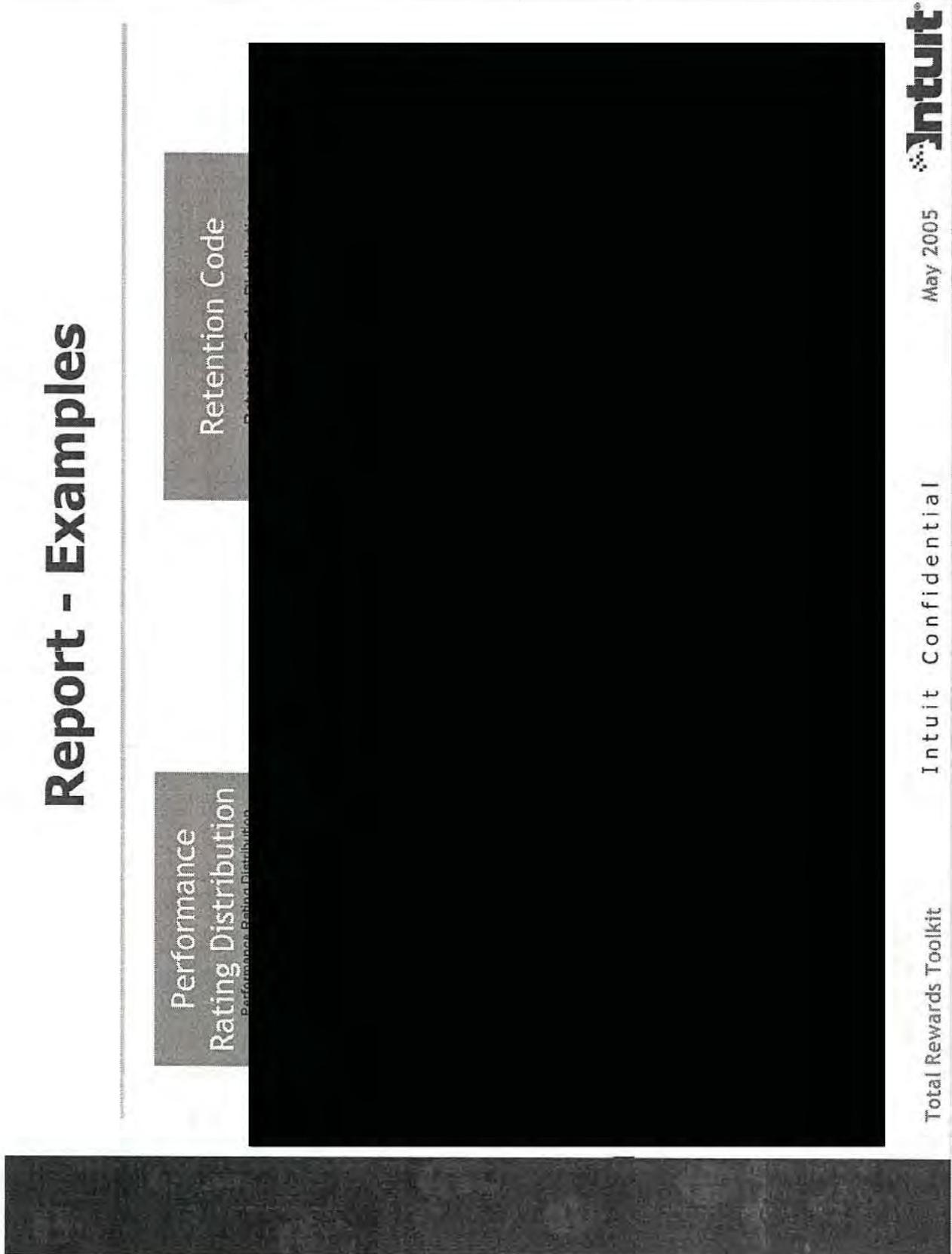
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Report - Examples



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Submit – Accept – Reject Review



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Proxy – Set Up

The screenshot shows the Intuit Pay Decision Tool (PDT) interface. At the top, there is a dark header bar with the Intuit logo and the title "Pay Decision Tool". Below the header, a sub-header displays the user's name, "Logged in as Booth, Erica G., proxy for Bennett, Stephen M.", and the software version, "HRMTST88 v4.06". A navigation menu at the top right includes links for Help, Directory, Toolkit, FAQs, Contact Us, and Log Out. The main content area is titled "Hello Stephen Bennett," followed by the question "What would you like to do?". A list of four options is provided, with the third item, "Assign a proxy or revoke a proxy", underlined and accompanied by a large grey arrow pointing towards it. The other three options are "Recommend or review employee merit increases", "Recommend or review employee stock grants", and "Log out". To the right of the main content area, there is a large black rectangular redaction box covering several lines of text.

■ After successfully logging into the PDT, click on the hyperlink
"Assign a proxy or Revoke a proxy".

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Proxy – Set Up

Intuit

Logged in as Booth,Erica G., proxy for Iterre,Joseph G.

HRMITS188 v4.06

Proxies You Grant

Assign a Proxy

You must revoke your current proxy assignment in order to assign a new proxy.

Employee ID: _____

Start Date: _____

End Date: _____

Continue to Action Page ↗

1. **“Assign a proxy”** complete fields and “Continue to Action Page”

2. **“Revoke a proxy”** Click on “Revoke”.

3. **Individual to Whom you have assigned Proxy Access**

4. Click **“Revoke or Continue to Action Page”**, to go back to the Action Page.

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Questions?

- Process, Tools, Benefits question? – Call AccessHR in Tucson at 1-3333 or via the [HR Solution Center](#)
- Performance management question? – See your HRBP
- Pay-for-performance question? – Contact your local HR or the compensation team
- Stock Options – Your HR Leader or the Compensation Team

